

GOVERNMENT OF ANDHRA PRADESH

**ABSTRACT**

Establishment – I & CAD Department – A.P.E.S. – Avoiding extensions and reappointments in regular vacancies – Orders – Issued.

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IRRIGATION & CAD (SER.II) DEPARTMENT

G.O.Rt.No. 278

Dated 23.3.2011.

Read the following:

1. GO Ms.No.145, Fin Dept, Dt: 16.10.2000
2. GO Ms.No.515, Finance (FR.I) Department, dated 14.6.2004
3. GO Rt.No.619, Finance (FR.I) Department, dated 31.8.2004.
4. Circular Memo No.16049/228/PSC/2009, Finance (PSC) Department, Dated 29.6.2009.
5. From the Association of Engineers telegram dated 10.3.2010.
6. From the Engineer-in-Chief (AW), I&CAD Department, Hyderabad letter No.Rc/ENC/B3/68297/2009, Dated 28.4.2010.
7. GO Rt.No.172, I&CAD (PW.Maj.Irri.X) Department, Dated 20.3.2010.
8. GO Rt.No.907, I&CAD (Ser.II) Dept, Dated 28.7.2010.
9. GO Rt.No.1030, I&CAD (Ser.II) Dept, Dated 28.8.2010.
10. GO Rt.No. No.1153, I&CAD (Ser.II) Dept, Dated 27.9.2010.
11. Telegrams received from certain engineers and certain associations.
12. Representation from the President, Telangana Udyogula Sangam, Central Association.
13. From the General Secretary, Hyderabad Engineers Association representation dt 25.10.2010.
14. From the President, Association of Irrigation Engineers representation dated 21.10.2010.
15. Representation from the President, Telangana Irrigation Graduate Engineers Association.
16. From the President, Association of A.P. AEEs, I&CAD Department representation dated 22.10.2010.
17. Representation the President, Telangana Gazetted Officers Association.

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**ORDER:**

In GO Ms.No.515, Finance (FR.I) Department, dated 14.6.2004, orders were issued reviewing the policy of re-employment / employment on contractual basis, and it was ordered to dispense with the services of all retired Govt. officials working **against regular posts** in terms of re-employment / contractual basis etc., in various departments./ HODs / State PSUs, including retired All India Services Officers with immediate effect.

2. In GO Rt.No.619, Finance (FR.I) Department, dated 31.8.2004 orders were issued reviewing the policy of re-employment of retired personnel, and it was ordered to dispense with the services of all

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Advisors, Consultants, retired officers / officials and OSDs who were appointed prior to 13.5.2004 with effect from 31.8.2004, including All India Services officers, working in terms of re-employment / contractual basis etc., in various departments / HODs / State PSUs, Rural, Urban, Local Bodies / Corporations, Autonomous and other institutions running on Grants-in-Aid from the State Govt. etc. It was ordered therein that in case any department considers that the services of a particular Advisor / Consultant / OSD are essential for any specific reason, such department shall seek continuation of such Advisor / Consultant / OSD by circulating an appropriate proposals to CM through PFS, CS and M (Fin).

3. In Circular Memo No.17968-A/396/FR.I/2007, Finance (FR.I) Department, dated 6.9.2007, it was observed that inspite of specific instructions issued in the above said GO, certain departments are referring the files related to reappointments / re-employments to Finance Department for concurrence before circulating the file to CM, and some departments are not routing the file through Spl. CS (Fin) and M(Fin) at the time of obtaining orders in circulation to CM. It was therefore ordered to follow the instructions issued GO Ms.No.619, Finance (FR.I) Department, dated 31.8.2004 scrupulously and to refer the file of re-appointment and re-employment of retired Govt. Servants to Fin (PSC) Department for concurrence to fix the remuneration and other terms and conditions. It was ordered that after the concurrence of the Finance (PSC) Department, circulation orders are to be obtained to CM through Spl. CS (Finance) / CS / M(concerned / M(Finance) invariably.

4. In the latest circular Memo No.16049/228/PSC/2009 dated 29.06.2009, Finance (PSC) Department, observed that some of the Govt. Departments have appointed Govt. Servants in various capacities in the Govt., HODs / State PSUs on terms of re-employment basis, without proper examining the guidelines issued for re-appointment of retired persons, as stated above. Therefore, it was requested to examine the proposals for re-appointment of retired persons as per the guidelines prescribed therein and forward the proposals to Finance Department based on actual need and with specific recommendations.

5. In the references 12<sup>th</sup> to 17<sup>th</sup> read above, certain Engineers' Associations have stated that Government have extended the services of certain Chief Engineers and Superintending Engineers and posted them in regular vacancies, thereby blocking the promotional chances of the in-service engineers. Based on the extensions of service and re-employments of certain engineers allowed by Government, other engineers across the cadres have also represented to the Government to consider their cases for extension, and as such, it is learnt that about 40 engineers, who either retired or about to retire on superannuation on 31.12.2010, have applied for extension of service / re-appointment / re-employment to occupy the cadre posts of Chief

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Engineer / Superintending Engineer etc. It was stated by the Engineers' Associations that If the above 40 retired engineers are given service extension, it would humiliate all the working engineers and cause heart burn, and would also block their promotional prospects thereby causing gross injustice. It was stated that many number of highly qualified and fully eligible senior engineers are available in the department to fill up the vacancies arising due to retirement on superannuation in the cadres of Chief Engineers / Superintending Engineers, and many serving engineers are waiting for their turn on this county. It was also stated that reappointing / reemploying retired engineers in the cadre posts will demoralize the morale of working engineers and ultimately cripple the administration. Stating as above, the Engineers' Associations have requested to reject all the proposals of reappointment / reemployment of retired / to be retired engineers and not to give extension of service by means of reappointment / reemployment to any retired engineer in any cadre and to cancel the G.Os. already issued duly recalling three retired engineers and fill up those two CE posts and one SE post and other vacant CE / SE / EE posts in the department with the available working engineers as per seniority immediately.

6. Government have re-examined in detail the issue of granting extensions of service to those engineers who are about to retire, and that of re-appointment of retired engineers on contractual basis against the regular cadre posts. Implications of such extensions of service and re-appointments on the promotional prospects of serving engineers including those in the S.C. & S.T. categories, implications from vigilance point of view, cascading effect such extensions and re-appointments would have in terms of blocking of vacancies down below, etc., have been carefully considered. It has consequently been decided to avoid all such extensions of service and reappointments of about to retire / retired employees against regular vacancies, and accordingly it is hereby ordered that extension / reappointment shall not be considered against regular posts.

7. The Engineer-in-Chief (AW), I&CAD Department, Hyderabad shall take necessary action accordingly.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

S.K. JOSHI  
PRINCIPAL SECRETARY TO GOVERNMENT.

To  
The Engineer-in-Chief (AW), I&CAD Department, Hyderabad.  
The concerned through the ENC (AW), I&CAD Dept, Hyderabad.  
Copy to the Accountant General, A.P., Hyderabad.  
All Sections in I&CAD (IW / PW) Department.  
The PS to Spl. Secy. to C.M.  
The OSD to M(M&MI) / The PS to M(MI).  
The PS to Prl. Secy (I&CAD) / Prl. Secy. (SKJ) / Secy. (AD) / Secy. (RRM).  
SF / SC.

//FORWARDED::BY ORDER//

SECTION OFFICER.